

# PACIFIC GAS AND ELECTRIC COMPANY

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March 8, 1974

Local Union No. 1245  
International Brotherhood of  
Electrical Workers, AFL-CIO  
P. O. Box 4790  
Walnut Creek, California 94596

Attention: Mr. L. L. Mitchell, Business Manager

Gentlemen:

This letter cancels and supersedes all previous proposals submitted to you on the same subject.

As discussed with you on numerous occasions, it has become increasingly difficult for the Company to properly staff and maintain qualified personnel in certain journeyman classifications and locations in the system. In an attempt to solve this problem, Company proposes the following:

1. When the complement of a journeyman classification is 10% or more below the desired strength for 90 days or more at a specific headquarters, Company may upon giving written notice to Union designate the apprenticeship leading to such journeyman classification, the journeyman classification, and classifications above the designated journeyman classification, as critical classifications. Non-apprenticeship situations shall be handled in accordance with Paragraph 8 below.
2. In order to bring the complement at the affected headquarters to the desired level, Company will initially seek volunteers system-wide for assignment to such critical classifications through the postbid procedure. Employees voluntarily transferring to the critical classifications shall be designated critical and be subject to the conditions outlined below. If sufficient employees are obtained in this matter to alleviate the critical situation, no further action will be taken. If, however, a sufficient number of employees are not obtained for critical status, Company shall designate all apprentices appointed after the date critical status was applied at that headquarters as "critical apprentices."
3. (a) Except as provided in (b) below, employees on critical status shall be paid 8% above their basic weekly rate as provided for in Exhibit X.

- (b) Employees in a critical apprenticeship status shall be paid the following percent adjustment above their basic weekly rate as provided for in Exhibit X:

Start	-	3%
End 6 mos.	-	4%
End 1 yr.	-	5%
End 18 mos.	-	6%
End 24 mos.	-	7%
End 30 mos.	-	8%

4. Employees on critical status will not have their prebids or postbids for vacancies in or below their present classifications nor their application for transfer considered for any job outside of their existing headquarters or outside of their line of progression.
5. A journeyman's "critical" status shall be for a period of three years with the exceptions set forth in Item 6 below. However, by mutual agreement, the "critical classification" designation may be lifted on either an individual or on a total basis. Apprentices on critical status shall complete their training at the "critical" headquarters.
6. Apprentices designated as critical who progress to unassigned journeymen status shall continue on "critical" status for two additional years under the conditions outlined above. If the desired strength has been met at the concerned headquarters, the unassigned journeyman may replace the senior journeyman on "critical" status who desires such replacement. Upon his release from "critical status", the 8% weekly allowance and the freeze on bidding and transfer rights will cease.
7. Company will give the Union and the involved employees 90 days' notice of the cancellation of the "critical classification" designation. However, upon cancellation by Company, employees on critical status shall continue to receive the appropriate weekly allowance for the remainder of their applicable term or until such time as they bid or transfer to another classification or headquarters.
8. In critical situations where a formal apprenticeship is not involved Company proposes to apply the 8% weekly allowance and the freeze on bidding and transfer rights to the journeyman classification under the conditions outlined above. However, in each instance, the added weekly pay and the total length of the bid or transfer freeze for classifications leading to such non-apprentice journeymen shall be established by agreement between Company and Union. Such agreement

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shall be, to the extent possible, consistent with the framework outlined above for apprentice situations.

If you are in accord with the foregoing and agree thereto, please so indicate in the space provided below and return one executed copy of this letter to Company.

Yours very truly,

PACIFIC GAS AND ELECTRIC COMPANY

By *H. W. Bonbright*  
Manager of Industrial Relations

The Union is in accord with the foregoing and it agrees thereto as of the date hereof.

LOCAL UNION NO. 1245, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS, AFL-CIO

July 1, 1974

By *L. L. Mitchell*  
Business Manager